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“Enhancing Nutrition, Stepping Up Resilience and Enterprise”

Gender Analysis Report

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List of acronyms

AGRITEX	Agriculture Research and Extension
CPU	Civil Protection Unit
DA	District Administrator
DRR	Disaster Risk Reduction
DSS	Department of Social Services
DVA	Domestic Violence Act
FFA	Food For Assets
EMA	Environmental Management Agency
ENSURE	Enhancing Nutrition Stepping Up Resilience and Enterprise
GA	Gender Analysis
FGD	Focus Group Discussion
GBV	Gender Based Violence
KII	Key Informant Interview
MWAGCD	Ministry of Women Affairs, Gender and Community Development
NGO	Non-Governmental Organisation
RDC	Rural District Council
SAFIRE	Southern Alliance For Indigenous Resources
SAT	Sustainable Agriculture Trust
SO	Strategic Objective
VS&L	Village Savings and Lending
WID	Women in Development
ZRP	Zimbabwe Republic Police

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We also want to thank District stakeholders and community members of Bikita, Chivi, Zaka, Chipinge, Chimanimani and Buhera districts for their active participation and commitment.

Finally, the team wishes to thank the ENSURE leadership, and a special thank you to David Evans, Richard Ndou and Archibald Chikavanga for their undivided support and commitment.

FOREWORD



Hon. O.C.Z Muchinguri,
Minister of Women Affairs, Gender and Community Development

The Gender Analysis research conducted by the ENSURE project provides a strong evidence base for Government and key stakeholders to implement targeted community based interventions aimed at addressing gender disparities that fuel food and nutrition insecurity in Zimbabwe. Although women constitute 61.7 percent of the rural population and 53 percent of the agricultural workforce, they do not have equitable access to key productive assets including land, capital, finance, water and equipment.

To redress this challenge, the Government of Zimbabwe, through the Food and Nutrition Security Policy and the National Gender Policy recognizes the need to promote gender equality and equity as a vehicle to achieving sustainable food security. The Constitution of Zimbabwe, Chapter 2, states that all institutions and agencies of Government at all levels must take practical measures to ensure that women have access to resources. The findings of this study therefore provide practical programmatic recommendations premised on addressing the underlying negative social cultural norms that widen the gender gap in the food security sector.

I am happy to note that the ENSURE project dovetail perfectly with my Ministry's goals and objectives of promoting gender equality and women's empowerment. In line with the Government's economic blue print ZIMASSET's Value Addition and Beneficiation thrust, my Ministry is working with local institutions to secure local and international markets, conduct skills training and support value addition to agricultural produce for women.

I wish to reaffirm my Ministry's commitment to working closely with ENSURE and to encourage them to take advantage of the Ministry's already existing structures that go down to Ward level. May I take this opportunity to thank World Vision and partners for leading this important study. A Special thanks goes to USAID for their undivided technical and financial support to the ENSURE project.

Hon. Oppah Muchinguri

Minister of Women Affairs, Gender and Community Development

PREFACE



Dave Evans

Chief of Party: ENSURE

The Gender Analysis Study provides powerful insights into the prevailing gender constraints and opportunities in ENSURE implementation areas in Manicaland and Masvingo. It presents a call for action by Government, stakeholders and ENSURE partners to close gender gaps as a prerequisite to achieving sustainable food and nutrition security.

Guided by the Food and Nutrition Security Policy, ENSURE is collaborating with key stakeholders in project implementation, including the Food and Nutrition Security Council. The Food and Nutrition Policy recognizes the need to address gender issues to achieve the seven Policy commitments. In this regard, the Gender Analysis has identified a number of gender mainstreaming initiatives across all districts that can be used as entry opportunities for the ENSURE program. These include ongoing Ministry of Gender awareness and women's empowerment programming across all districts.

The findings have brought to the fore the deep-rooted social, cultural and religious practices that negatively impact access to nutritious foods, agricultural productivity and marketing, and household resilience. Key recommendations drawn from this study include the need to address the underlying gender constraints by adopting step-by-step community participatory models rather than prescriptive approaches, stepping up male engagements efforts and support to male champions, and deliberate efforts to support women in agricultural value chains coupled with help in accessing markets and finance.

I would like to take this opportunity to thank Government institutions, key stakeholders and program beneficiaries for providing valuable information for this study. Many thanks go to the ENSURE partners: World Vision International, CARE International, SNV and SAFIRE for supporting this important initiative. Our appreciation goes to the Ministry of Women Affairs, Gender and Community Development for their commitment and for partnering with ENSURE in conducting the study. Lastly, we are deeply indebted to USAID for providing technical guidance and financial support which has resulted in the success of this important endeavor.

David Evans

Chief of Party, ENSURE



Focus Group Discussion Participants

1. INTRODUCTION

A consortium comprising World Vision International, CARE international, SNV and SAFIRE is implementing a food and nutrition security programme entitled ENSURE (Enhancing Nutrition, Stepping Up Resiliency and Enterprise) in six districts of Masvingo and Manicaland Provinces. The programme is being implemented to address the country's current food insecurity challenges which have adverse effects on rural populations, especially those in drought prone areas of Zimbabwe.

According to FAO, agriculture is underperforming in developing countries for a number of reasons. Among these is the fact that women lack resources and opportunities they need to make the most productive use of their time. Women are farmers, workers and entrepreneurs; but almost everywhere they face severe constraints than men in accessing productive resources, markets and services. The gender gap hinders their productivity and reduces their contributions to the agricultural sector and to the achievement of broader economic and social development goals. If women had the same access to and control over productive resources as men, they could increase yields in their farms by twenty to thirty percent, which could raise total agricultural output in developing countries by 2.5 to 4 percent, thereby reducing the number of hungry people in the world by twelve to seventeen percent.

In Zimbabwe, women constitute 53% of agricultural labor yet they do not have equitable access to key productive resources and assets including land, inputs, capital, finance, water and equipment. These implications demonstrate that development efforts to reduce food insecurity cannot be achieved without ensuring gender equity in accessing development opportunities and ability to reap the benefits of those opportunities. ENSURE through the agriculture and livelihood Strategic Objective seeks to increase household net income by equipping households to achieve increased agricultural production and productivity. Capacity building initiatives will be implemented to increase market integration through improved marketing skills of farmers; and income generation activities.

According to the UN Committee on Nutrition, gender and nutrition are inextricable parts of the vicious cycle of poverty. Gender inequality can be a cause as well as an effect of malnutrition. ENSURE will employ various approaches to improve the nutritional status of pregnant and lactating women and children under 5 years of age. These include distribution of food rations, upgrading public sanitation facilities and implementation of preventative nutrition and social behavior change strategies. The project considers gender equity to be the nexus of agriculture, health and nutrition sectors.

ENSURE recognizes that gender inequality is a critical factor that impacts negatively on food security, nutrition and household income. Consequently, gender integration, which is aimed at promoting the drive towards gender equality and women's empowerment, has been placed at the centre of ENSURE. The project seeks to address gender inequalities and dynamics that affect patterns of power and decision making; gender roles and responsibilities; meaningful participation and gender based violence.

Given the proven link between gender inequality on one hand and food insecurity on the other, it is imperative therefore that ENSURE interventions be informed by a Gender Analysis Research. The Gender Analysis was conducted in the following districts of Manicaland and Masvingo Provinces: Bikita, Chivi, Zaka, Chimanimani, Buhera and Chipinge.

Objectives of the Gender Analysis

The objectives of the Gender Analysis were to:

- Better understand the gender dynamics at play related to food and nutrition security
- Identify, analyse and examine gendered vulnerabilities and underlying structural norms that affect ENSURE programme
- Explore the gendered power relations between men and women; and differences in their access to resources, priorities, needs, activities and constraints that they face in relation to each other
- Identify existing policies, structures and practices that promote gender equality

Findings from the Gender Analysis will be used by ENSURE programmers to:

- Enhance and modify project activities to transform gender dynamics in order to achieve gender equity and equality in the ENSURE project;
- Build an evidence base that facilitates learning, documentation of good practices and contributes to broader advocacy on gender issues; and
- Identify key institutions and partners whose support to the ENSURE project will assure needed inputs and milestones.

2. ROADMAP FOR GENDER ANALYSIS

The presentation of this report is informed by the understanding of the project theory of change which seeks to ensure household food security through the implementation of three strategic objectives of nutrition, agriculture and resilience. In terms of structure, the report provides an analysis of gender issues using the following USAID Domains on Gender Analysis Framework:

- Gender Roles, Responsibilities and Time Used
- Household Patterns of Power and Decision Making
- Access to and Control over Assets and Resources
- Meaningful participation in Public Decision Making and;
- Gender Based Violence

Due to the nature of the Gender Analysis Study, which is project based, the study does not only outline the gender constraints per the stated Domains, but has gone a step further to analyze how these constraints can directly affect ENSURE programme implementation. For instance, the report has explored the gender constraints associated with roles, responsibilities and time; and analyzed how these constraints can impact on nutrition and agriculture. This kind of an analysis has assisted in ensuring that this report captures sector specific recommendations in line with project Strategic Objectives. Based on the recommendations provided in this report, ENSURE initiated the development of a Gender Equity Strategy and Action Plan; a framework that provides Strategic Direction and an operational plan on how the recommendations will be acted upon.

As it relates to the available secondary data on Gender and Food Security, the study does not only confirm the prevalence of gender inequalities; the uniqueness of this study is its ability to bring to light the context specific social, cultural and religious practices in the 6 Districts of ENSURE operating areas. **Table 2** in the report provides a summary of district socio-economic and cultural characteristics that have implications on gender equality and women's empowerment. The ability of a project to adopt effective gender transformative interventions is based on its capacity to identify the deep rooted and underlying social and cultural factors that deter equitable gender and power relationships. To address the identified social and cultural norms, ENSURE has already initiated the adoption of community models that facilitate gender dialogues for attitude and behavior transformation. The Social Analysis and Action Model is one that allows communities to go through a process of reflection and action through identification of negative social norms and cultural practices that deter gender equity; leading to the development and the implementation of community Action Plans. ENSURE has explored the adoption of the synchronization approach to the Engaging Men for Gender Equality Model; which involves coordinating male engagement reflection processes with the Women's Empowerment approach.

One of the objectives of this study was to identify existing District structures or ongoing gender activities that ENSURE can leverage on to promote gender equality. This report provides findings on District level gender dynamics that have impact on lower level communities that ENSURE is operating in. Opportunities for gender integration, collaboration and partnerships have been established.

Through this study, a gender capacity assessment of ENSURE partners was conducted through Key Informant interviews. This is of high importance as the effectiveness of ENSURE's gender integration depends on the technical capacities of implementing partners to address gender issues.



Training of Gender Analysis Enumerators (ENSURE and Ministry of Gender Staff)

3. GENDER ANALYSIS METHODOLOGY AND PROCESS

The Gender Analysis data collection took place in the following stages using multiple methodologies as a means of triangulating report findings:

3.1 Literature Review

The documentary review enabled ENSURE to have a full understanding of the gender equality situation in Zimbabwe. The documents review confirmed the existence of gender disparities as it relates to access to and control of resources; participation in public and household decision making and Gender Based Violence. Based on the reviewed documents ENSURE was able to identify knowledge gaps on gender equality hence the study focused on the need to understand the socio cultural dynamics in the ENSURE operating districts with the view to establish the underlying causes of the gender inequities. The documents that were reviewed include, inter alia, CARE and World Vision Gender Equality Frameworks; USAID Gender Equality Policy; Zimbabwe National Gender Policy and Implementation Strategy; Tool Guides for Fieldwork; Food and Nutrition Security documents; ENSURE Quarterly Reports and other relevant Programme Documents.

3.2 Development of Data Collection Tools

A number of Gender Analysis Frameworks were referred to in the development of Key Informant Interview Guides and Focus Group discussion Guides. These include the Harvard Analytical Framework, Women's Empowerment Framework and the Social Relations Framework. Key components of the Frameworks used include the Harvard Analytical Framework/ Activity Profile which identifies who does what, when and how often. This information led to the analysis of gender division of labour; productive, reproductive or community work between men, women and children and by gendered household type. The access and control profile was used to examine who has access to and control over which resources and assets. Analysis of factors and trends was done to establish the structural, socio- cultural, religious and attitudes that influence the gender patterns in the community. The KII and FGD Guides were tested in the field in Chakohwa, Chimanimani District. The tools were refined based on the feedback from the test.

3.3 Sampling

Both provinces of Manicaland and Masvingo and the six programme districts were sampled for the Gender Analysis. The universal coverage of all programme districts and provinces was done to enable the Gender Analysis to capture the different and unique gender dynamics peculiar to each district. In each district two wards were purposively selected. The two wards selected were those with the widest range of ENSURE components (nutrition, agriculture, DRR, VSL groups) were selected to enable the research team to interact with as many different groups of programme beneficiaries as possible. Below is the list of wards that were sampled.

6.4 Wards Visited for Focus Group Discussions

District	Sites Visited
Chivi	Wards 12 & 26

Zaka	Wards 24 & 16
Bikita	Wards 4 & 6
Buhera	Wards 11 & 19
Chipinge	Wards 1 & 4
Chimanimani	Wards 3 & 20

3.4 Study Methodology

The methodology of this study was mainly Key Informant Interviews and participatory Focus Group Discussions through in-depth qualitative methodology. The qualitative methodology was chosen because the realities of gender inequalities are uncovered and presented as lived experiences and realities. The report makes efforts to document community members' views, opinions and beliefs through descriptive direct quotations. (The FGD Guides and KII Guides are attached to the process report).

Key Informant Interviews

Key Informant interview Guides were developed with open ended questions to allow for discussion on gender issues. The Key Informant Guides were developed for the different groups interviewed, that is ENSURE staff and District stakeholders. In-depth-interviews were conducted with ENSURE partners including World Vision, CARE International, SNV and SAFIRE to enable the partners to explain in detail programme background and role of each partner in ENSURE and to articulate their perception of gender issues and dynamics in ENSURE. The in-depth key informant interviews also sought to establish the level of prioritization of gender issues by each partner and whether each partner has sufficient mechanisms for integration. This was done to assess the staff capacity of ENSURE partners.

KII were also held with ENSURE stakeholders at national, district and community levels. Key stakeholders interviewed include the Minister of Women's Affairs, Gender and Community Development (MWAGCD) and officials at district level, district heads from Ministries of Small and Medium Enterprises and Indigenization and Youth Development, Department of Social Services, Rural District Councils, District Administrators, District Nursing Officers, District Environmental Health Officers, AGRITEX, Zimbabwe Republic Police Victim Friendly Unit, Livestock Production Department, Irrigation Department, Agro-Dealers, Financial Service providers and Community Leaders. The purpose for interviewing these key informants was to solicit information on gender dynamics in the respective programme areas that have an implication on health and nutrition, food security, participation in decision making and water and sanitation amongst other sectors.

The table below shows the number of Key Informants Interviewed per district: A total of 91 stakeholders were interviewed across the districts.

District	Number of Key Informants
ENSURE staff	5
Buhera District	23
Chimanimani District	13
Chivi District	20
Zaka District	19
Bikita	11
TOTAL	91

Focus Group Discussions

Participatory Focus Group Discussions were conducted with both direct and indirect beneficiaries of ENSURE. The focus group discussions enabled community members to discuss in detail the main forms and drivers of gender inequality and barriers to women empowerment. The ENSURE District coordinators and ward counselors assisted to mobilize the community members. Due to the high response rate, averages of 4 to 5 Focus Group Discussions were conducted per each ward. To this effect, a total of 48 Focus Group Discussions were held in all the districts. To avoid bias, community leaders including ward counselors, village health workers and traditional leaders were interviewed separately. Separate Focus Group Discussions were held with pregnant, lactating mothers and women of reproductive age; community men and women, Food For Assets (FFA) participants, producer/farmer groups, Village Savings and Loan (VSL) groups and different community based committees (DRR, Asset Management Committees, Environmental Management Committees etc). Participants were put into single sex groups to create a safe space for free discussions. A group of composed of 15 participants and a discussion would last for approximately 1 hour to 1 hour 30 minutes.

Enumerators who conducted the study were drawn from ENSURE staff members representing all the strategic objectives, that is nutrition officers, agricultural officers, Village Savings and Lending Officers and DRR officers. The team went through training with the objective of building their capacity on gender analysis and to prepare them for the study. When conducting FGDs, the enumerators were instructed to explain the purpose of the exercise and compile a register of the participants indicating name, sex, venue, date of meeting, type of FGD and the gendered household type they represent. Emphasis was placed on the need to assure confidentiality of people's identities.

Data Analysis-Reflections Workshop

A two day Reflection workshop was conducted to enable the research team to organize the field data into thematic areas of enquiry. Apart from the domains of inquiry, the team identified the following themes: District level Gender Dynamics; Level of Gender Equality awareness across Districts; socio-economic and cultural characteristics across districts; and Gender Capacity of ENSURE Partners.



Focus Group Discussion with Traditional Leadership

4. LITERATURE REVIEW

The documents review entails a policy analysis which involves examining barriers to implementation of gender policies and frameworks at District levels. The review identifies how the project can align with and support implementation of existing gender-sensitive policies at district and community levels. It provides information on gender equality progress and constraints as it relates to Laws, Policies and Regulations; Access to and control of Assets, patterns of power, participation in public decision making and Gender Based Violence.

Gender Equality Policies and Frameworks

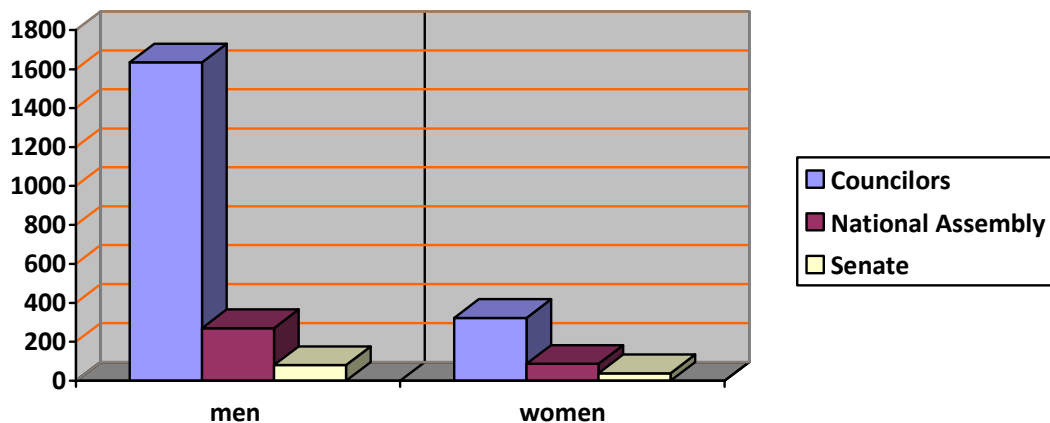
Zimbabwe has made commitments towards the promotion of Gender Equality and Women Empowerment by ratifying and signing international and regional conventions and declarations on gender. The country has made commitments through the following: Ratification of the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); Beijing Declaration and Platform for Action; SADC Declaration on Gender and Development; Millennium Development Goals; African Protocol on Women's Rights; and the SADC Protocol on Gender and Development. Domestically, a number of legislative reforms and policy frameworks have been introduced as part of the national drive towards women empowerment and gender equality. The National Gender Policy, Domestic Violence Act and the New Constitution which explicitly includes women's rights as part of the Bill of Rights. The implementation of the national laws on gender is coordinated by the Ministry of Women Affairs, Gender and Community Development.

There is however little knowledge and awareness about these laws, particularly in rural areas where information on legal rights has not been fully disseminated. This is the biggest constraint to the implementation of the above laws. ENSURE has an opportunity to disseminate and raise awareness on women's rights in the targeted areas.

Participation in Decision Making: Although significant progress has been made in recent years by Government, international partners, NGOs and civic society to promote gender parity in the country through a wide range of supportive interventions and legislation, large disparities still exist between men and women in terms of access to health, participation in the economy, participation in governance and decision-making processes and access to legal protection against abuse and gender based violence. Women are still largely excluded and under-represented in the social, economic, political and governance spheres and processes of Zimbabwe. In the 2013 Human Development Report, Zimbabwe was ranked 116 out of 148 countries in terms of the Gender Inequality Index (GII) in the 2012 index. Drivers of gender inequality include culture, religion, socialisation, statutory and common laws that still reflect patriarchal values, gender-based violence and limited women economic empowerment.

Key decision making public institutions are dominantly run by men in Zimbabwe. The graph below shows the current gender composition in local councils, house of assembly and senate (2014). Out of the 1,958 councilors across the country, only 16.5% (or 323 seats) are occupied by women, while only 32% of the house of assembly seats (86 out of 270) are occupied by women. In senate the proportion of women representatives is higher at 48% (out of 80 seats).

Gender composition in Local Government Councils, House of Assembly and Senate



The fact that decision-making positions in these institutions are dominated by men implies that patriarchal tendencies and values pervade the institutions which can culminate in prejudicial decisions against women.

Economic participation: Women are still largely excluded from the mainstream economy. Women perform 53% of all economic activity but their work is rendered invisible because it is not measured and is lowly paid. A UNICEF report noted that 90% of women in Zimbabwe are farmers, informal sector workers and community organisers. In sectors such as mining, tourism, construction and manufacturing entry barriers for women include lack of capital and lack of exposure as these sectors are dominated by men who control entry processes and resources.

Access to Productive Resources: According to FAO-The State of Food and Agriculture Report (2010-11), although women constitute 61.7 percent of the rural population and 53 percent of the agricultural workforce, traditional practices have routinely restricted women from land ownership and equitably accessing productive resources. Women's access to land, (one of the most important productive assets for women considering that an estimated 65% of women derive their livelihood from agriculture), is limited with average arable land holding for male-headed households being 2.73 hectares while that for female-headed households stood at 1.86 hectares (FAO, 2006). At the conclusion of the Land Reform Programme, only 18% of beneficiaries under the A1 model (peasant farmers) were female-headed households while under the A2 model (commercial farmers) they constituted only 12% falling short of the gender parity ideal. Although the majority of labourers in the agricultural sector are women, only 20% are practicing farming as land owners as the majority are men. Other constraints faced by women in this sector include limited access to credit due to lack of collateral security, lack of sustainable markets and limited security of tenure resulting from discriminatory customary laws¹.

Gender Based Violence: According to the Zimbabwe Demographic and Health Survey (2010-2011) thirty percent of women age 15-49 have experienced physical violence since age 15; 18 percent of women have experienced physical violence within the past 12 months; The most common perpetrator

¹ Women Economic Empowerment Mapping Study, UNIFEM, 2010

of physical violence against women is the woman's current or former husband or partner. Twenty-two percent of women who have had sexual intercourse reported that their first experience was forced against their will. Only 37 percent of women who experienced physical or sexual violence have sought help. Most turned to family (58 percent), in-laws (36 percent), and friends or neighbors (13 percent) for assistance.

As the above evidence shows, gender inequality is still prevalent within the Zimbabwean society despite national efforts aimed at empowering women and promoting gender equality. Progress towards achieving gender equality and women empowerment is curtailed by lack of resources to implement and monitor policies and slow change in patriarchal attitudes. The National Gender Machinery is also hamstrung by inadequate human and financial resources. The Minister of Women's Affairs, Gender and Community Development expressed dissatisfaction with the level of gender mainstreaming and coordination of the National Gender Machinery. Although government ministries have Gender Focal Persons who are tasked with coordinating gender mainstreaming activities within their respective ministries, the effectiveness of these efforts is affected by the fact that the majority of the focal persons are junior staff members with very limited influence on strategic decision making within the ministries. As such, the presence of these Gender Focal Persons has not translated into meaningful coordination and mainstreaming of gender activities.

5. GENDER ANALYSIS FINDINGS

This section presents findings of the study focusing on gender capacity of ENSURE partners, gender dynamics at district level; and findings as per the 5 main thematic areas of Gender Roles and Responsibilities; Household Patterns of Power and Decision Making; Access to and Control over Assets; Meaningful Participation in Public Decision Making; and Gender Based Violence. For each thematic areas, an analysis is made on how the gender constraints affect the ENSURE programme. The section will conclude by presenting a summary of negative socio cultural practices which were noted in the operating districts and have negative implications in achieving the gender equity objectives of ENSURE.

5.1 Gender Capacity of ENSURE Partners

Although it was not one of the specific objectives of the GA to carry out a capacity assessment of ENSURE partners, it was regarded important to gauge the gender mainstreaming capacity levels of the partners because the effectiveness of gender mainstreaming initiatives hinges on the technical capacities of the implementing partners. Assessment of capacity was done through interviews with ENSURE partners, review of programme documents and interaction with programme staff during the GA.

World Vision and CARE International have specific frameworks on Gender Equality and Women Empowerment which guide them in mainstreaming gender in programming. A gender Technical Advisor for the ENSURE programme, has enhanced the technical capacity of the programme to mainstream gender. However field officers of these two partners need further capacity training on gender. Many of the officers confined gender mainstreaming to the disaggregation of data and the balancing of men and women in community based committees. There was limited appreciation of the dynamics and meaning of gender beyond the numbers. For example gender parity in committees was perceived to be an end in itself and not a means to an end. Having equal numbers of men and women in a committee does not necessarily translate to meaningful participation and decision making by women. Men can dominate those meetings and decision making even if there is parity in terms of gender composition.

SAFIRE, one of the ENSURE technical partners, has a Gender Policy and Mainstreaming Strategy. Gender Mainstreaming for the organization was mainly restricted to gender disaggregation of data in reporting.

Our only worry was about the number of men and women in DRR committees and we ended there. (ENSURE; SAFIRE)

SNV do not have a specific gender policy but have in place “Governance for Empowerment Strategy”. SNV staff also pointed out that whilst, the ENSURE project is target driven; there is need for room to capture qualitative components of gender mainstreaming in reporting. The ENSURE Gender team should provide continued support to the two partners.

5.2 District Level Gender Dynamics

An analysis of District Level gender dynamics was carried out since the situation at district level has implications on the gender equality and women empowerment situation at community level. In all the six districts visited during the Gender Analysis, key public decision making positions were dominated by men. These positions included heads of ministries, District Administrators, Chief Executive Officers of RDCs, councilors and Members of Parliament.

The following table shows the gender distribution of public positions in each district.

Table1: *Gender Distribution of Public positions in ENSURE Districts*

District	DA		RDC CEO		Councilors		Heads of Ministries		MPs	
	M	F	M	F	M	F	M	F	M	F
Buhera	1	0	0	1 (Acting)	30	1	32	1	4	0
Chimanimani	1	0	1	0	22	1	30	3	2	0
Chipinge	1	0	1	0	25	5	33	2	5	0
Chivi	1	0	1	0	29	3	??	5	3	0
Bikita	1	0	1	0	29	3		1	-	1
Zaka	1	0	1	0	28	6			4	0

All traditional chieftainship and village headship positions in all the six districts are occupied by men except in Buhera District where there is only one headwoman.

A number of reasons were proffered by key stakeholders interviewed and during KII for the gender imbalance in key public positions across all districts. Generally women were reported to have low levels of education and limited experience and hence competing for key positions that require higher levels of education would be difficult. Even women that are educated reported that accepting leadership positions usually entails moving to another district to take up that position and in the case of those that are married, they find it difficult to leave their families behind. In the end some of the women do not apply for these positions.

Traditional leadership positions are all male dominated and culturally inherited. This leaves very limited space for women, who traditionally were not expected to assume leadership positions as the traditional courts were considered a preserve and a domain for men. A District Administrator in Manicaland noted that there are strong patriarchal and cultural values in some areas in the province, particularly Chimanimani and Chipinge, where women who sought elected leadership positions were labeled and stereotyped as having “*loose morals*”. This tended to discourage women to compete for elected positions.

The domination of district leadership positions by men has several implications for development outcomes. Key decisions in the district are made through these leadership positions and hence the under-representation of women in these structures drowns their voices and aspirations. District policies are formulated within RDCs and without a strong presence of women, such policies are

bound to be biased towards promoting interests of men at the expense of women. One key informant in Chivi remarked,

Women's issues need to be tackled by women. If there is a district position headed by a man, a female must second him to ensure equality and equity because if there is a subordinate who feels for women, it makes the job easy or service better, for example, in a case of sexual abuse a magistrate is a man, prosecutor man, perpetrator a man, court interpreter a man, victim a woman. Who then will feel for this woman? [Key Informant, Chivi district]

The domination of key decision making positions by men at district level deprives women of role models that can inspire confidence in them that they can also ascend to the same positions. As noted by a key informant in Chivi District, *“Women have grown up seeing such posts occupied by men so they choose men to lead them”*.

Level of Gender Equality Awareness across Districts

Administrative authorities in all the six districts visited, i.e. District Administrators, Rural District Council Chief Executive Officers and heads of ministries, were aware of the need to address gender equality imbalances existing in their respective districts. They were also aware of the National Gender Policy framework which seeks to promote gender equality. Some ministries at district level and rural councils had gender focal persons, whose main role is to coordinate gender-related activities within their respective institutions.

MWAGCD reported that their efforts at running gender awareness programmes were being hampered by, among other things, the perception by men and other community leaders that the ministry represents women and therefore its activities are targeting women only.

Gender Opportunities for ENSURE programme

The Gender Analysis identified a number of gender mainstreaming initiatives across all districts that can be used as entry opportunities for the ENSURE programme. The MWAGCD is carrying a number of gender activities, including awareness programmes and specific women empowerment programmes across all districts. The efforts of the ministry are however hampered by lack of financial, human and material resources. The MWAGCD, Department of Social Services and ZRP's Victim Friendly Unit are holding awareness campaigns on gender inequality and gender based violence all districts. ENSURE can leverage on a number of opportunities identified in the districts visited. The existence of a National Gender Policy and a Ministry responsible for gender with structures at district and ward level can be an opportunity that can be used to strengthen the gender mainstreaming capacities of some of the stakeholders that are key to implementation of the programme activities. Local leaders, both traditional and religious leaders should be used as entry points through which gender mainstreaming activities are introduced.

Table 2: Summary of District Socio-economic and Cultural Characteristics with implications on gender equality and women empowerment

Province	District	Characteristics	Impact/Effects on Gender equality & Women Empowerment
Manicaland	Buhera	<ul style="list-style-type: none"> ▪ Dry and drought prone ▪ Access to water and firewood a challenge ▪ Limited economic opportunities ▪ Religious sects such as VaPostori common and they prohibit access to health centres ▪ Cases of polygamy common ▪ Early marriages ▪ Strong patriarchal values rooted in culture <ul style="list-style-type: none"> ○ One senator from Buhera noted that it is culturally acceptable for a 12 year old to be married. ▪ Strong cultural view that women do not own/control cattle ▪ Social norms on child feeding and caring 	<ul style="list-style-type: none"> ▪ Food and nutritional insecurity, which makes women and children vulnerable ▪ Women spent significant amount of time doing contract jobs (maricho). ▪ Men frustrated by their inability to fulfill the traditional gender role of family provider because of limited economic opportunities ▪ VaPostori sect denies children access to health services and limit the girl child's access to education ▪ Child marriages within the sect reported to be common ▪ Women walk long distances in search for water and fire wood, leading to time poverty ▪ Religious sects restrict women participation in community projects ▪ Norms that force women to wean off ▪ Pregnant women not allowed to eat certain nutritious foods like liver
	Chimanimani	<ul style="list-style-type: none"> ▪ Some parts of the district dry and drought prone ▪ Strong traditional and cultural values ▪ Ma Postori religious sects common ▪ Cases of polygamy common ▪ Cross boarder trading common ▪ Early marriages ▪ Strong patriarchal views on women's leadership in public positions 	<ul style="list-style-type: none"> ▪ Strong patriarchal values and beliefs limit women's participation in public places ▪ Perception among men that gender is about women taking over the role of men to become heads of household ▪ Belief by men that they "own" their wives because they have paid "lobola" ▪ Strong views against women owning high value property such as cattle ▪ Land in irrigation schemes registered in men's names and rarely in women's ▪ Women selling their craftwork in South Africa
	Chipinga	<ul style="list-style-type: none"> ▪ Some parts of the district dry and drought prone ▪ Strong patriarchal values, traditional leaders have strong influence ▪ Presence of VaPostori sect significant ▪ In lower Chipinga migration to South Africa common ▪ Social norms on feeding practices 	<ul style="list-style-type: none"> ▪ Women participation in public places limited due to traditional and cultural values with the notion that women cannot stand in front of men to give a presentation ▪ Gender stereotypes that label women who take up leadership positions ▪ Traditional leaders limit women participation in public places. ▪ Cases of GBV noted to be high ▪ Marketing of high value crops controlled by men

			<ul style="list-style-type: none"> Men own the means of production Men get more and highly nutritious food as compared to women and children,
Masvingo	Chivi	<ul style="list-style-type: none"> High presence of religious sects (Apostolic sect) Area is dry so hunger is common Strong patriarchal values Lack of economic opportunities Migration to South Africa is common Prevalence of commercial sex work Social norms on child feeding and care 	<ul style="list-style-type: none"> Women expected to play subordinate position Ownership of high value assets by men Women and children vulnerable to food and nutrition insecurity. De facto female headed households common GBV reported to be common and associated with fights over control of resources Women spent significant amount of time doing piece jobs (maricho). Cross boarder trading by women common Social Norms that force women to wean off a breastfeeding baby
	Zaka	<ul style="list-style-type: none"> Religion (Zion Christian Church) Social norms that deter pregnant women from eating certain foods including liver Area is dry and has poor soils Strong patriarchal values Migration to South Africa is common 	<ul style="list-style-type: none"> Child feeding practices influenced by religious beliefs of defilement High value property owned by men Women spent a significant proportion of their time doing piece jobs in exchange for food or cash De facto female headed households common Perception among men that gender is about women taking over the role of men to become heads of household
	Bikita	<ul style="list-style-type: none"> Religion (Zion Christian Church) Strong patriarchal values Migration to South Africa is common Market gardening prevalent 	<ul style="list-style-type: none"> Child feeding practices influenced by religious beliefs of defilement High value property owned by men Decision making at household level dominated by men Women spent a significant proportion of their time doing piece jobs in exchange for food or cash De facto female headed households common Significant income for women from market gardening Women reported that they can participate freely in community meetings

5.3 Gender Roles, Responsibilities and Time Used

The Gender Analysis through FGDs looked at roles and responsibilities of men and women to determine the workload that each of them carry and implications of these roles and responsibilities on care, productive and reproductive work. Separate groups of men and women used participatory daily activity calendar tools during the FGDs to map out their daily activities.

The following table shows time spent by men and women performing gender roles during the dry and rainy season. It is important to highlight that these roles do not change with the number of men and women in the household, what varies with the number of men and women in the household is the time spent performing tasks. A household with multiple men or women will spend less time performing the tasks as a result of sharing of responsibilities.

Table 3: 24 Hour Daily Clock: Time spent by men and women during the rainy and dry season performing gender roles and responsibilities.

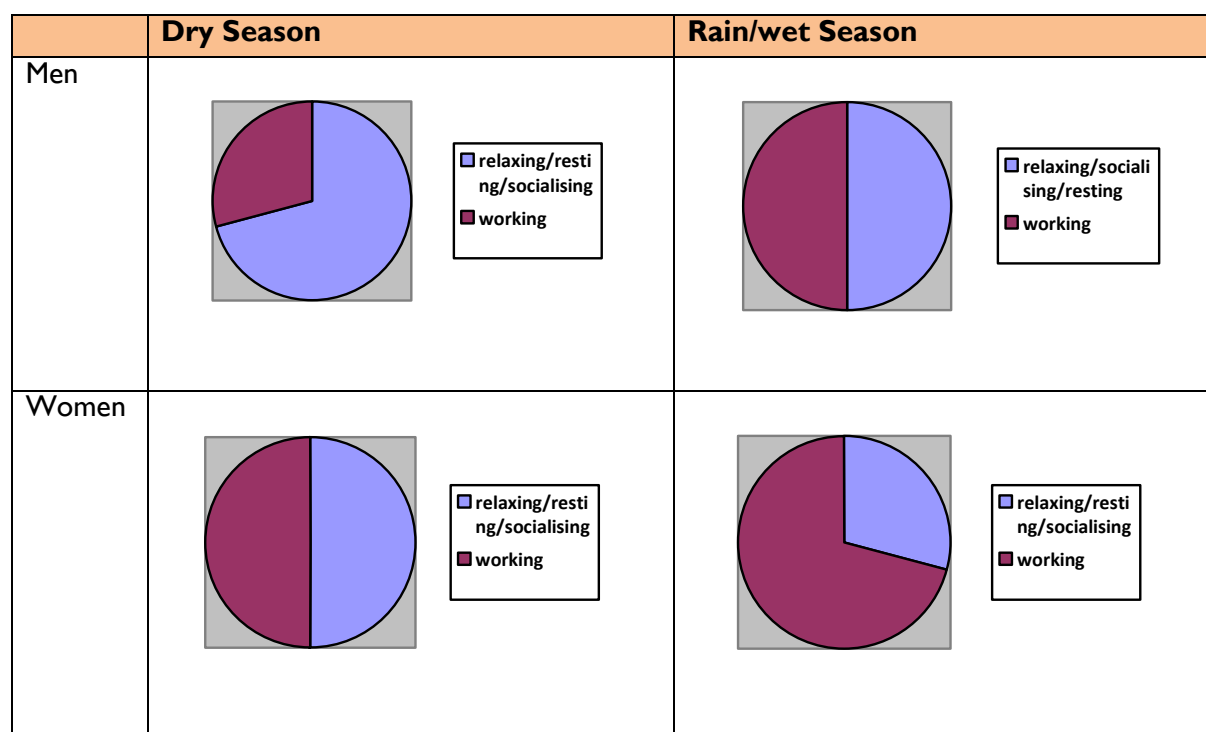
Time	Men		Women	
	Rain Season	Dry Season	Rain Season	Dry season
0200Hrs	Bed	Bed	Bed	Bed
0300	Bed	Bed	Wake up, clean the house, plates and prepare food for school children	Bed
0400	Wake up	Bed	Preparing food for school children	Bed
0500	Fields	Bed	Bath and feed children and go to the fields	Wake up and prepare food for school children, sweep yard
0600	Fields	Wake up & release cattle for grazing	Fetch water and Fields	Feeding and bathing children
0700	Fields	Odd jobs at home e.g. fence repair	Fields	Garden
0800	Fields	Odd jobs at home e.g. fence repair	Fields	Garden
0900	Fields	Odd jobs at home e.g. fence repair, taking cattle for dipping	Fields	Garden
1000	Herding cattle	Eating and relaxing	Fields	Garden/fetching firewood and water
1100	Herding cattle	Relaxing & socializing, community meetings	Fields	Garden/fetching firewood and water
1200	Herding cattle	Relaxing & socializing,	Fetch water & go home to prepare lunch	Washing clothes/preparing lunch
1300	Lunch & resting	Lunch, Relaxing & socializing,	Serving lunch and eating	Preparing lunch and feeding
1400	Lunch & resting	Relaxing & socializing,	Clean plates and go back to fields	Resting
1500	Fields/herding cattle	Relaxing & socializing,	Fields	Resting
1600	Fields/herding	Drive cattle from grazing lands	Fields	Fetching water

	cattle			
1700	Fields/herding cattle	Drive cattle from grazing lands	Fetch water, look for relish and bathing, washing clothes	Bathing
1800	Bathing	Bathing	Cooking and bathing children	Preparing for supper & cleaning plates
1900	Relaxing	Socialising	Serving dinner and eat supper	Relaxing with family
2000	Relaxing & supper	Socializing	Relax with family and clean plates	Relaxing with family
2100	Relaxing and bed		Bed	Bed
2200	Bed	Supper and bed	Bed	Bed
2300	Bed	Bed	Bed	Bed

Key

	Time spent resting, socializing, relaxing or in bed
	Time spent working or performing household chores/work

The following pie charts show time spent by men and women on gender roles in the dry and rain seasons.



As the above pie charts show, women spend more time performing household chores than men during both the dry and rainy season. In the dry season women spend 50% of their time per day working while men spend only 29% of their daily time working. During the rainy season women on average spend only 29% of their time resting and 69% of the time working on their gender roles and responsibilities. Men spend 50% of their time working during the rainy season and another half relaxing, resting or sleeping. On average women work 5 hours more than men in both the dry and rainy season.

Reproductive roles such as cooking, washing, sweeping, fetching water and firewood were regarded as women's roles. In all communities, participants reported that owing to high levels of deforestation, fetching firewood has become time consuming. Women have to travel long distances in search of firewood and they also travel long distances to fetch water. Women mostly fetch water and firewood using their heads and they described this as physically burdensome and draining.

In some households, men assist in fetching water and firewood and they would perform this role when they have access to labour saving technologies such as wheelbarrows and ox-drawn carts. Men noted during an FGDs that *“Those men with scotch-carts and wheelbarrows can help their wives to fetch water and firewood because they have the means to do so. For some of us who do not have these things there is no way we can assist because I can't be seen carrying water or firewood on my head. That's inconceivable. You will become the laughing stock of the whole village”* (FGD with men, Buhera).

Child care was regarded as a woman's domain. It involves cooking, feeding children, washing clothes, taking children to the clinic when ill, for growth monitoring and immunisation. FGDs with pregnant and lactating women in Chimanmani, Chipinge, Zaka and Bikita revealed that those men who are seen assisting with child care are derided and that women are at the forefront of deriding such men. They reported that these men are asked such questions as, *‘why have you come to the clinic with the child? Is the mother not there? Is she not feeling well?’*. Men who assist with child care duties were perceived to be under the control and influence of their wives. People associate such behaviour with love concoctions, *‘akadyiswa’*. Such perceptions bruise men's masculine egos and discouraged them from participating in household care duties. .

It however emerged that mothers in law play a very important role in child care. Breast feeding women can leave a child with the mother in law while she performs certain tasks.

Productive Roles: The following table shows the distribution of productive roles between men and women in the districts visited.

Table 4: Productive Roles of men and women

Task	Who performs the task	Tools used	Doing what?
Ploughing	Men and women	Plough and cattle	Women hold the plough while men direct the cattle because of the belief that women are not able to control cattle
Livestock herding	Men and women		Grazing livestock
Guarding crops from wild animals	Men and women		Guarding crops during day and night
Weeding	Women and children	Hoes	Weeding
Harvesting	Women, men and children	Machetes and hoes	Men mostly cut the stalks using machetes (women also do it using hoes) while women pile the stalks
Transportation	Men and women	Ox drawn carts, cattle, wheel barrows	Women are largely responsible for loading the produce while men ferry it.
Drying	Women		It is believed that because women spend most of their time around the homestead, they keep an eye on the produce.

Shelling	Men and women	Threshing sticks	Although both men and women shell using threshing sticks, women are also involved in manual shelling
Cleaning and sorting	Women	Winnowing tray, dishes and buckets	Removing debris
Treatment/applying chemicals	Men	Respirator, shovel, gloves	Applying chemicals and mixing with grain
Storage	Men and women	Sacks	Men are responsible for packing the grain as well as sewing the sacks. Women are also doing the same work.

Shifting Gender Roles: Due to socio-economic changes and migration by men to South Africa, there has been a gradual shift in gender roles that has mainly increased the work burden on rural women. The GA revealed that the traditional gender roles for women have remained basically the same. However their gender roles have expanded to include those roles and responsibilities traditionally considered as men's. Men on the other hand found it culturally difficult to perform roles considered by society to be women's. Women in an FGD in Zaka noted that, *“Widows can sustain homes, but widowers cannot”*

During FGDs, women attributed the shift in traditional gender roles to high rate of unemployment, widowhood, and migration.

5.3.1 Impact of Gender Roles and Responsibilities on ENSURE Programme

Nutrition: Women are increasingly assuming roles that were traditionally considered to be men's including herding cattle, ploughing, guarding crops against wild animals and looking for food and income for the family. The increased burden on women implies that they will have little time for resting, care duties, including feeding their children. Some of the women leave their suckling babies with mothers-in-law when they go on long day errands looking for contract jobs. In such situations, they are only able to breast feed their babies in the evening. This will make it difficult for them to practice the nutrition behaviour being promoted under ENSURE including the one on exclusive breastfeeding for the first 6 months. The situation for women is made worse when male participation in child care and feeding is very limited.

As a result of migration by men, and increased work burden on women, the adoption of women friendly labor saving technologies becomes critical.

The GA revealed that there are some socio-cultural and religious practices that affect child feeding practices. Traditional beliefs deny access to certain foods by pregnant women as well as children under 5. It was established that in districts such as Buhera, Chivi and Zaka pregnant women are not allowed to eat eggs and liver because of the social beliefs that it will cause the baby not to grow hair. In the Zion Christian Church, a woman is considered as defiled after delivery of a baby. During this period, she is not expected to do certain household chores such as cooking, and without supportive family members, this has implications on the nutritional security of the household.

Agriculture: The time consuming workload for women affects them in several ways. Women in Zaka, Chipinge and Chimanimani disclosed during FGDs that their reproductive roles mainly confine

them to the home environments. This makes it difficult for women, particularly those that are lactating and with young children to attend training programmes that are conducted away from their villages.

The reproductive roles of women also restrict their marketing capability as they cannot travel long distances to market their crops. At an irrigation scheme in Chimanimani, women noted that they have to rely on buyers who come to buy their produce from their plots. Because of their reproductive responsibilities, it is difficult for them to go all the way to Mutare to sell their produce where they can get better returns. The buyers dictate the price as the farmers would be desperate for cash. The women reported that,

“When these buyers come, they tell us what they want to pay us for our produce. If you refuse, your produce will rot and you will incur even bigger losses. For men its better because they can go all the way to Mutare where they fetch much better prices. It is difficult for us women to do that as we have children to look after”.

The limited capacity for women to market their produce reduces the potential income from their agricultural activities. Men on the other hand are free to pursue far away lucrative markets and in turn realize much better returns than women farmers. Men also have control of income realized from the sale of produce because they control the marketing processes. In terms of livestock, women market small livestock that they control such as chickens hence they get low returns.

Resilience: The productive and reproductive roles of women sometimes restrict them from fully participating in community based committees such as Disaster Risk Reduction (DRR), Environmental Management and Community Assets Management committees. Time spent on those meetings and location of venue are also critical determinants of women participation, particularly those that are pregnant and lactating.

5.4 Patterns of Power and Household Decision Making

Across all the six districts, household power dynamics are rooted in cultural and religious beliefs and practices. Men exhibited patriarchal attitudes and justified gender inequality on the basis of culture and religion as indicated in the quote below. Men agreed that since they are the heads of households, they should have a final say on major decisions that affect the household. The basis of their views was that since they pay pride price then a woman should consult the husband before decisions are made. Men who consulted their wives on major decisions were considered weak and were derided by their relatives and the community.

It should always be the case that a man is the head of a household. Women were created from part of our ribs and therefore were made by God to be our helpers and subordinates. This issue of equal rights that you are talking about is destroying our families, because now women want to control us. If you try to discipline her you are reported to the police and arrested.

FGD with Traditional Leaders: Bikita

Interestingly, women agreed that they should play a subordinate role within the family because culturally and religiously, the man is the head of household. They however argued that in terms of decision making, the process should be consultative with the husband making the final decision.

The GA established that power dynamics within households varied with age. Women tend to have increasing influence on decision making as they grow older. Younger women on the other hand reported that their husbands consult them on most decisions as there is an increasing awareness among the younger generation that it is important to do joint decision making within the household.

Productive Decisions: Both men and women across all districts concurred that decisions about agricultural production in terms of which crops to grow, acreage and sourcing of agricultural inputs are arrived at through a consultative process. Women would still need to inform the husband before use of income realised from the sale of their crops. In terms of livestock, women own small livestock such as chickens and in some cases goats. Women can make decisions regarding small livestock without necessarily seeking permission first from the husband. They inform the husband if they want to sell or buy small livestock. Due to cultural reasons, men in Chimanimani contended that once the woman gets the livestock upon the marriage of her daughter:

“She should send the cattle to her relatives. I cannot stay with her cattle at my home because that can create problems tomorrow if she dies. She will start haunting my children as a spirit wanting her cattle so it is better that the cattle go to her relatives when she is still alive. Besides, when she dies and you were keeping her cattle, her relatives will come and drive all the cattle away including yours. So you better stay safe than to accept to keep her cattle” (FGD with men in Chimanimani).

Participation in Trainings and programmes: Across all districts, women have to seek consent from their husbands before they participate in trainings, meetings, development programmes and committees. If a married woman is selected into a committee, she usually has to consult the husband first before accepting to be a committee member. However, Female household heads can quickly make a decision on participating in committees or projects without seeking the consent of anyone. To participate in activities such as Village Savings and Lending, married women have to seek the blessings of the husband. They are also expected to “declare or show” the husband any income or benefits realised from participating in projects. Usually the woman can make decisions on income use from these “women’s projects” but in consultation with the husband.

Income Use:

FGD participants revealed that decisions on household income use are jointly made between the wife and the husband. Women are usually given leeway to make decisions when the source of income is “women’s projects” or when the amount is very small. Decisions on relatively large incomes realised from the sale of livestock or crops such as maize or other productive assets are usually arrived at through a consultative process with the husband making the final decision. Women also noted that they can keep household income but the husband would decide on how it will be used. Disagreements over use of money are the major source of domestic violence.

In cases where there are disagreements over income use, husbands usually remind their wives that the money belongs to them because whatever activity that generates income within the home is owned by the husband. In Chivi women in an FGD with producer group concluded that,

“A wife is a husband’s property because the husband bought me. Men cannot be questioned on decisions that they make. Household money is kept by the mother, but she does not have the power to use it. She can go to the extent of borrowing salt from neighbours when the money is there”

De-facto Female Headed Households: these are households headed by females most of the time as the husbands are away for from home for long periods. These types of households were found to be common in all the six districts visited during the study. In most cases the men have out migrated to South Africa. There are also cases where some of the husbands would spend up to five years without coming back home. The study established that during the long-periods that the husband is away from home, the wife is not entirely free to make independent decisions. The wife still remains in the clutches of patriarchal control particularly with regard to making decisions that are considered major. When the husband goes away, the wife is left in the custody, in most cases, of the in-laws or other close relatives who will make decisions on behalf of the absentee husband.

Decisions that de-facto female household heads can make without or with limited consultation with the husband include buying and selling of small livestock such as chickens and goats, crops to grow in the field, payment of school fees and buying groceries. These are regarded as small decisions. Selling and buying of large livestock such as cattle, and high value household property such as ploughs and scotch-carts is mostly done after consultation with the husband even when he is away. The advent of cell phones has made this consultation process easier as previously major decisions affecting the family had to be shelved until a green light was obtained from the absentee husband.

De-jure female-headed households: these are households headed by females either because they are widows, divorced or they are single mothers. The study established that in such households, decision making rests with the female household head. Female household heads taking part in FGDs acknowledged that they can quickly make decisions regarding their households compared to their counterparts that were married. They make decisions on what to plant, what to buy and sell and whether or not to participate in committees, community meetings or trainings on their own.

5.4.1 Impact of Patterns of Power and HH Decision Making on ENSURE Programme

To achieve ENSURE objectives, it is critical to address the cultural and religious practices that deter gender equitable power relationships between men and women.

Nutrition: Women across all the districts are tasked with gender roles of food preparation and caring for children. This gender role entitles them to make decisions on the type of food to be consumed in the household on a daily basis. However, women face challenges when they do not have full decision making authority on use of income at household level especially when they have to consult their husbands when they need resources to buy food.

Agriculture: The control of major household income streams by men implies that decisions on income use might not necessarily promote the interest of women and children. It was recorded that some of the men spent the money on beer. To achieve the objective of increased household income, ENSURE should promote the production women’s crops and help link women to markets.

Resilience Women across the six districts reported that their capacity to respond to disasters is low and ability to cope with disasters is curtailed because of the limited control that they have on resources and limited decision making powers. Equal participation in household decision making is therefore critical in empowering the households.

Women participation in development projects in all districts needs green light from their husbands. This implies therefore that participation in VSL, DRR and other related committees for women hinges largely on the appreciation and decision by the male head of household. Male engagement is therefore critical to promote effective participation by women in development initiatives.

5.5 Access to and Control over Assets and Resources

FGDs with study participants indicated that in male headed households, both men and women have access to resources of production and assets but men have control over high value assets as compared to women. In cases where a woman is the head of the household she will have control over all her assets. Children's access and control of resources varies with age and sex. The younger the child the less access and control they have to household resources. However, female children have less access and control over resources than male children of their age. In all the studied districts, men in general are regarded highly.

The following table ownership and control of productive assets used at different stages of the crop production process by men and women

Task	Ownership and control of Assets/ tools
Land preparation	Communal land is owned by men and is inherited by sons upon death of the father. At irrigation schemes such as Chakohwa in Chimanamani, most of the plots are registered in the husband's name.
Ploughing	Ploughs and cattle belong to men.
Weeding	Women control hoes
Harvesting	Machetes are controlled by men while hoes are controlled by women
Transportation	Ox-drawn carts, cattle and wheelbarrows are owned and controlled by men
Drying	
Shelling	Men are in charge of threshing sticks
Cleaning and sorting	Women control winnowing tools
Treatment/applying chemicals	Men own the respirator, shovels and gloves
Bagging	Sacks are controlled by men

In light of men's role as head of household, large stocks such as cattle (except for the motherhood cow [*mombe yeumai*] which is given to the mother as part of bride wealth upon the marriage of her daughter) and cattle pens belong to men. Culturally, upon divorce or death, only the motherhood cow can be claimed for the woman. Women reported that even when they buy cattle through Village Savings and Lending, the cattle are registered in the name of the husband. Stock cards are therefore in the names of men. In an FGD with a producer group in Chivi, female participants reported that they do not prefer to have stock cards in their names because they come with a responsibility to pay taxes.

“Women do not want their own stock cards because they are then expected to pay their own taxes”

In Chimanimani there were cases of women who bought goats through participation in VS&L and brought these animals home without consulting their husbands first. In an FGD one woman recounted her story,

“Our VS&L group had just shared our profits and I decided to buy a goat. I had not told my husband about my intention because I wanted it to be a pleasant surprise for him. Upon reaching home, my husband could not accept what I had done and he told me to go with the goat to my family.”

Other important assets such as land are registered in the name of the man. In districts that are wholly communal, land is governed by the Communal lands Act. Under this Act land is passed on to males.

Men also own farming implements and other tools such as scotch carts, wheelbarrows, shovels, knapsacks, harrows, ploughs, hoes, axes, pliers and spanners. Women cannot lend these in the absence of the man. On the other hand men cannot also lend kitchen ware in the absence of women.

Marketing of crops

Marketing of crops follows the classification of crops as men or women’s crops. Men are mostly involved in the marketing of high value crops outside the community while women market their low value crops, locally. The Grain Marketing Board revealed that they have established satellite collection points in communities for main crops that are produced in an area. It is at these satellite points that they have observed that men mostly come to these satellite points with scotch carts. One factor that hinders women’s participation in marketing of grain is that the person is expected to have an account with CBZ or Agribank, into which money from the sale is deposited. Most of the bank accounts are in the names of men. In FGDs with producer groups in Zaka and Bikita, men revealed that they prefer to market crops because they know the exact amounts of money that they invested in farming hence they can negotiate for a price from an informed position. Furthermore, they highlighted that market places are risky places for women, because of their high infestation with thieves.

Women’s limited participation in marketing of crops is also a result of poor and gender insensitive market conditions. In ward 16 in Zaka, one man remarked,

“We need a buyer who comes here, women sell locally because if they go to Mutare to market their crops, where will they sleep?”

The Grain Marketing Board revealed that marketing of groundnuts is mostly done by women. Little value addition is done before marketing of groundnuts. Payment for groundnuts is upon delivery of the crop, no bank account is required because of the amounts involved. The current price (as per the time of the study) for groundnuts is US\$0.50/kg while for maize it is US\$390/tonne.

Access to loan and credit: Interviews conducted with farmers indicated that women had fewer opportunities to access credit or loans from the banks. Women lack collateral since they do not own or control high value assets.

Disposal of assets

In Chimanimani, elderly women who participated in an FGD revealed that men can at times decide to dispose of assets such as cattle without consulting their wives. The women reported that,

“Some women only realize that a beast has been sold by the husband, when the buyer comes to collect the animal. You will not know how much the livestock was sold for and what the money was used for. If you ask, you might invite trouble so most women just keep quiet”

Before any disposal of an asset, a woman should get permission from a husband. Women can sell small livestock such as chickens but in most cases they sell locally where the prices are not very competitive. As a result they get very small income from the sale of the small livestock. Men on the other hand can sell their cattle to well established livestock markets where they get better prices for their beasts.

Agricultural produce: A variety of crops are grown across the studied districts and these include maize, groundnuts, sorghum, rapoko, round nuts, sweet potatoes and cowpeas. In all the districts, there is a general belief that there are women and men’s crops. Data shows that crops that are for household consumption and that bring little cash belong to women, whereas those that bring more money regarded as men’s crops. Data from focus group discussions and key informant interviews shows that the classification of crops as men’s and women’s has implications on the investment dedicated to the crop and ultimately the importance attached to it. This investment includes size of land under cultivation, quality of seed, fertilisers, labour and even attention given to the crop. One woman in Chivi remarked,

“Your crop as a woman is planted last. A woman looks after her own crops”

For groundnuts, round nuts, sugar beans, cow peas, and sweet potatoes which are women’s crops, no certified seed is bought. Women keep seed from their harvest. A key informant at the Grain Marketing Board reiterated this argument by stating that women lack certified seed for their crops, particularly groundnuts. Women tend to their crops during their ‘spare time’ while men’s crops take most of the household’s resources including land under cultivation, time, money and attention.

5.5.1 Impact of Access to and Control Over Assets and Resources on ENSURE programme

Whilst the programme is working towards ensuring household increased assets and resources, women can only benefit from this process when they have control over the assets and resources. The domination of control of high value productive assets such as land, cattle, ploughs and scotch carts by men implies that women are left vulnerable in houses where the husbands have irresponsible tendencies. Without adequate control and access to high value assets, the capacity of women to respond and cope with disasters is very limited. Access to loans from financial institutions that require

collateral security will also become difficult for women when they do not have high value assets to offer as security. Women, also realize less income compared to men because they market low value crops and have limited access to high value markets because of the distances involved and the cost of accessing the markets.

5.6 Meaningful Participation in Public Decision-Making

Some progress has been made in incorporating women in community-based decision-making structures. Communities are generally aware that it is government policy that there should be equal representation of men and women in ward development Committees, village development committees and other community based structures. However, the study established that despite these efforts, the structures are still largely dominated by men, as discussed in the previous sections. The dominance of these structures by men was reportedly perpetuating patriarchal attitudes and practices.

In districts with strong traditional practices and beliefs such as Chipinge and Chimanimani, women complained during FGDs that although they have been incorporated into decision-making structures, in some instances, it has been cosmetic as it is difficult to influence decisions during meetings. This was particularly the case with structures that were chaired by traditional leaders. The women described the decision making process as shown in the box below:

Culturally it's not expected that a woman can challenge a man in public, more so if that man is a traditional leader. Traditionally, a woman is not supposed to stand in front of "mutape" (Chief) and argue as it is considered a sign of disrespect. So at times we end up just keeping quite to keep the peace. At times you are even asked to go and cook and to do other chores when you are supposed to be participating and decisions get passed during your absence.

Religious groups such as "*VaPostori*" put restrictions on public participation by their women members. This particularly applies to young women of the sect who the religious leaders fear will receive negative influence if they participate in community based structures. Most of the women in the sect only access education up to grade 7 and some are married of as young as 12 years. The VaPostori socially exclude themselves on the basis of their religious beliefs and yet some of the most vulnerable and poorest households are found within this sect.

In Chimanimani District, the Civil Protection Unit is wholly composed of males. NGOs in the district have also seconded males to be part of the CPU. The District Administrator estimated that about 60% of ward and village CPU committees are composed of men. The District Administrator attributed the low participation by women to the patriarchal Ndau culture.

FGD participants were asked to list the characteristics of a good leader and the qualities that will make them select a particular leader. Generally, all districts agreed that they would prioritize the following qualities and characteristics: easily approachable and is accessible at any given time; friendly; one who can read and write; one who commands respect in the community; and someone with own assets which is a sign that they are hard working. However concern was expressed that some of these qualities that people look for in a good leader put women at a disadvantage. The majority of women in the district were reported to have low educational levels and women do not

have much in terms of assets and for those that are married it is difficult to approach them at any time and hence people end up choosing men who have no access restrictions.

In some districts however, for example Chivi, women felt that they were empowered enough to effectively participate in decision-making processes and to even challenge decisions made by men. Men in the same communities acknowledged that the inclusion of women in decision making structures has demonstrated that some women are even better managers and decision makers than men.

5.6.1 Impact of Participation in Decision Making on ENSURE programme

For ENSURE programme to achieve all the three objectives of **nutrition, agriculture and resilience**, equitable participation of men and women in all structures should be a prerequisite. While gender parity in community decision making structures is a means to ensure gender equity, it does not necessarily equate to equal influence between men and women in terms of decision making. From the interviews and FGDs, it was noted that meaningful participation by women in public decision making is still limited, particularly for districts in Manicaland Province. While gender parity could have been achieved in some community-based committees, there is further need to ensure that women influence decisions that affect their lives. Men and traditional leaders have to embrace and acknowledge the importance of women's participation in public decision making.

It has been recorded that barriers to women's meaningful participation in public decision making include lack of confidence to assert themselves in public for a owing to cultural and religious practices and beliefs which limits public space for women, low educational levels and difficulties in balancing the demands of public office with their multiple gender roles.

5.7 Gender Based Violence (GBV)



From KII with the police, stakeholders and FGDs, Gender Based Violence was noted to be prevalent in all the districts and women are the main victims of this phenomenon. In most cases it presents in the form of intimate partner violence. Domestic Violence has been recorded as common manifesting mainly in the form of physical violence, psychological abuse and economic abuse. Where campaigns have been held, communities participating in FGDs were aware of some of the provisions of the Domestic Violence Act, particularly the issue of sentencing of perpetrators.

Although awareness of DVA provisions was evident in all the districts, women reported that it is difficult for a wife to report their husband to the police when they commit GBV. This is partly because of fear of being condemned by relatives and the fear of being divorced. In a KII with the police, victim friendly officer of Zaka, he indicated that the majority of women who report cases of domestic violence usually come back and plead with the police for the case to be withdrawn. Most women stay in violent relationship because of fear of being ostracized by family and society.

Impact of GBV on ENSURE programme

ENSURE gender equity and women's empowerment interventions if not handled well, may result in a backlash in the form of domestic violence at household level. ENSURE needs to integrate GBV prevention efforts in its programming to minimize the risk of women's exposure to domestic violence. Fear of domestic violence may also make women less confident to participate in ENSURE programme activities thereby limiting to benefit from the programme.

6. SOCIAL NORMS, CULTURAL AND RELIGIOUS PRACTICES

The Gender Analysis revealed that there are some deep rooted socio-cultural and religious norms and practices that ENSURE need to take into account when engaging communities for gender equity and equality. Below is a summary of practices that can affect the achievement of the three project objectives on nutrition, agriculture and resilience.

- Pregnant women are not allowed to eat eggs and liver because it is believed that it will cause the baby not to grow hair.
- It was established that in districts such as Buhera, Chivi and Zaka '*murovadhibha*' [*brisket*] is culturally reserved for men.
- Pregnant women are not expected to eat meals left from the previous night as it is believed that this will cause them to feel cold during child birth.
- Pregnant women are also not supposed to eat sweet canes as during delivery they will pass out birth waters uncontrollably.
- When a woman gets pregnant while she is lactating, she is expected wean off the child as soon as possible.
- Amongst the apostolic religious sects, women priorities feeding the husband first, then the children and themselves last. In cases where there is inadequate food in the household, women sacrifice part of their share for the husband and children.
- A pregnant woman is not allowed to slaughter chicken. It is believed that the child will develop fits.
- Some religious beliefs restrict women from performing family care activities during the so called period of defilement, which is after child birth and during menstruation. Without supportive family members, this has implications on the nutritional security of the household.
- Men can be stigmatized when they are seen helping with domestic chores, they are usually labeled as weak.
- In areas like Chipinge, women are not expected to speak in front of traditional leaders

7. CONCLUSIONS AND RECOMMENDATIONS

Based on the findings of the Gender Analysis, the study has brought to the fore some gender gaps that the ENSURE programme should address. The analysis has identified gender constraints in relation to the gender domain under analysis. For purposes of effective programme planning and effective gender integration, the recommendations have been presented at two level: at Strategic and Operational level.

Strategic Recommendations

- **Gender Equity and Women's Empowerment Strategy**

ENSURE will put in place a Gender Strategy that is informed by the results of this Gender Analysis. Through this analysis, gender gaps have been identified which the strategy will need to address. The strategy should be communicated and disseminated to all levels of the ENSURE programme.

- **Review of Programme documents**

ENSURE should review and integrate gender in training materials.

- **Capacity Strengthening**

Some gender capacity gaps were identified during the GA among ENSURE Partners, and district level stakeholders. Gender training is needed for partners including SNV, SAFIRE field officers and government departments. The capacity training will enable project stakeholders to systematically integrate gender and develop a common approach to tackling gender inequality and women empowerment issues.

- **Male Engagement**

Owing to the limited participation of men in female tasks as well as limited participation of women in household decision making, male engagement through “community dialogues” and awareness campaigns need to be stepped up to ensure that men participate in the interventions and appreciate the advantages of task and responsibility sharing with their partners including child care and other reproductive roles. Discussions should also centre on assets ownership and control and use of household income, highlighting the advantages of joint decision making in the household. Male engagement should also aim at sensitizing men so that they can speak out against and discourage harmful cultural and religious practices that perpetuate gender inequality.

- **Engaging Traditional and Religious Leaders**

ENSURE will utilize more traditional, religious and community leaders in addressing cultural practices. Community members take leaders as role models and take a cue from them and hence if leaders are empowered through training and awareness programmes, the new values they acquire through training will trickle down slowly to the communities.

- **Awareness Raising on the provisions of laws and policies on gender equality and women empowerment**

As part of community awareness on gender equity, the programme will raise community awareness on provisions of laws and policies that supports ENSURE objectives on gender equality and women empowerment. This will enable men and women to know their rights, and be better able to promote

and protect them. Provisions of the new Constitution, the Domestic Violence Act and laws relating to Wills and Inheritance can be of particular focus.

Women's workload can be reduced significantly if men begin playing a greater role in reproductive work.

- **Community Participatory Processes**

ENSURE will adopt community participatory processes in integrating gender. The Social Analysis and Action Model framework allows participants to go through a number of reflective sessions, to identify gender and social exclusion issues within their communities, discuss how these factors affect the development and welfare of individuals and groups within the community and allows the participants to come up with own solutions to address gender inequality. This approach recognizes that changing attitudes takes time and requires participants to be exposed to a systematic and well-structured programme for a period of time. The model uses traditional, community and religious leaders as entry-points as these are regarded as role-models in their respective communities.

- **Gender Based Violence** cases were noted in all the districts and women are the main victims of this phenomenon. ENSURE raise awareness on prevention of domestic violence since it has adverse repercussions to household decision making, participation and control over resources and assets.

Specific Recommendations for Each Strategic Objective

Strategic Objective 1: Nutrition

- **ENSURE Addressing Women's workloads through Labour saving technologies** such as high efficiency cook stoves and wheel barrows should be made accessible to women to enable them to manage efficiently their multiple roles and responsibilities. However the technologies need to be tested to ensure applicability within the context.
- ENSURE will adopt the Male Engagement for Gender Equality Model, an approach that ensures linkage between male engagement activities with women empowerment framework so that men are involved and participate in nutrition programming activities alongside their partners.
- Community male dialogues should be conducted aimed at promoting sharing of household tasks and childcare responsibilities. Male gender champions should be trained and supported to lead dialogues.
- Influential members of the family such as aunts, mothers in law and elderly women should be targeted with nutrition messages so that they can support young mothers and engage in positive behavior that promotes good nutritional feeding practices.
- ENSURE will conduct sustained community dialogues aimed at transforming the identified negative social and religious norms on nutrition through gender transformative approaches like the Social Analysis and Action Model. ENSURE should also target elderly and

influential women who tend to justify negative traditional gender roles, relations and responsibilities.

- Multiple food distribution points are critical to cut on time that women spend going to food distribution centres given their time consuming multiple roles and responsibilities.

Strategic Objective 2: Agriculture and Livelihoods

- ENSURE should introduce and test “woman friendly” labor saving technologies that reduces the burden of water collection, firewood collection, post harvest handling or processing such as shellers, peanut butter processing machines, high efficiency cook stoves, metal silos and wheel barrows. These should be made accessible to women to enable them to manage efficiently their multiple roles and responsibilities.
- ENSURE project interventions should promote workload sharing between men and women. Time poverty and burden of work restrict women from fully participating in agricultural activities and affects their marketing capability as they cannot travel long distances to market their crops.
- Vegetables and groundnuts are often associated with being “women’s crops” and women use the earnings to buy food and purchase household goods. However once these crops become commercialized, men become more involved. ENSURE should support women in production and marketing of the so called women’s crops for increased household income.
- The project should support acquisition of productive assets by women and to raise awareness on the importance of ownership and control of assets by women.
- Although Village Savings and Lending groups are enabling women to meet basic household needs, the project should support women to move from only focusing on practical gender needs towards assets acquisition. The project should make deliberate effort to increase men’s participation in VSL. Village Savings and Lending groups should also be used as a platform for reaching out to men and women with gender messages.
- Financial service providers require that those who apply for loans present books of accounts for their businesses as well as collateral security. This discriminates against women as the majority are unable to meet these requirements. There is need therefore for ENSURE to engage financial service providers so that they can offer financial packages that are friendly to the needs and context of women. For example, instead of asking for individual collateral, financial institutions can resort to group lending where members are collectively responsible for the loan and guarantee each other.

- Financial institutions such as AGRIBANK in Chipinge, noted that if women small holder farmers become organized, they can make available financial packages to meet their needs. Women were also noted by most financial institutions interviewed to have a better repayment record than men.
- Women realized less returns from their crops because of lack of adequate marketing information. Market linkages between producer groups and agro-dealers, and buyers should be further strengthened to enable farmers to access high value markets.
- There is need for the project to support gender sensitive local market places in the project areas through construction of toilets and washrooms at market places. This can be accompanied by making certified seeds available for women's crops.
- There is need for women to be empowered so that they can also own and control high value livestock such as cattle. Market linkages with livestock buyers need further strengthening to enable women to access lucrative livestock markets unlike the current situation where they sell small livestock such as chickens locally and fetch low prices. Training on livestock management should involve more women as the GA revealed that they have limited information on livestock management. Men are more informed because unlike women, they can travel long distances to see livestock extension officers in search of information. Livestock extension officers reported that there are fewer women seeking information on livestock management compared to men.
- Engagement of traditional leaders and men is critical to ensure availability of more land for women to increase production of their crops coupled with support to access markets.

Strategic Objective 3: Resilience

- For meaningful participation in DRR committees and leadership positions by women, ENSURE should address negative social and cultural factors that can act as barrier to participation. Capacity building trainings should immediately follow after the selection of women into committees. The training should focus on confidence building, assertiveness and increase their capacity to lead effectively.
- For meaningful participation of men and women in community based committees such as DRR, Environmental Management and Community Assets Management committees the project should consider critical determinants like training time, intervals, time spent on those meetings and location of meetings.
- ENSURE should conduct community gender trainings that promote equitable access and control over resources and assets. The domination of control of high value productive assets such as land, cattle, ploughs and scotch carts by men implies that women are left vulnerable and their ability to cope with disasters is curtailed. Without adequate control and decision making to high value assets, the capacity of women to respond and cope with disasters is very limited.

- Male engagement to let them appreciate the value of women participation in leadership is critical to enable men to support women participation.
- ENSURE gender integration efforts should go beyond tracking of participation and examine the barriers that prevent women from meaningfully participating and benefiting from DRR interventions.